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From the County of San Bernardino Josie Gonzales Fifth District

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JGFDS-PR-270 CHAIR'S REFORM TO ESTABLISH JOB CLASSIFICATIONS ACCEPTED FOR MORE INFORMATION CONTACT LISHA SMITH AT (909) 387-4565

FOR IMMEDIATE RELEASE BOARD ACCEPTS CHAIR'S REFORM TO ESTABLISH JOB CLASSIFICATIONS FOR BOARD OF SUPERVISORS STAFF

SAN BERNARDINO – San Bernardino County Board of Supervisors today accepted a menu of job classifications, including qualifications, salary and benefit levels, for Board staff.

Following a detailed analysis of surveys completed by current board staff, the County Department of Human Resources, compiled a list of 14 classifications that outline specific job functions and skill sets needed for each position.

This board item successfully addresses the third of four reform measures Chair Josie Gonzales announced during the May 17 Board of Supervisors meeting.

"Up until now, there were no established criteria or qualifications for many of the board staff positions," Gonzales said. "While Supervisors need flexibility to hire the right staff to serve their districts, there should be a process that ensures each position is appropriately identified and that the pay and benefits are tied to the responsibility and duties of that position."

Due to board staffs' contract employee status, their compensation is not restricted to the defined classification specifications; however, the newly defined guidelines offer transparency and create consistency for the Board of Supervisors hiring process.

"Board staff positions should not be political appointments. We have an obligation to assure the public that the employees we hire are qualified professionals that meet the required criteria just like every other employee," said Gonzales.